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BOARD OF EDUCATION
Office of the Sec'y-Bus. Mgr.
1150 SPRINGFIELD AVE.
IRVINGTON, N. J. 07111

AGREEMENT
BETWEEN THE

IRVINGTON BOARD OF EDUCATION

AND

THE IRVINGTON ADMINISTRATORS' ASSOCIATION

X 1981 - 1982

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Institute of Management and
Labor Relations

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RUTGERS UNIVERSITY

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IRVINGTON ADMINISTRATORS' ASSOCIATION

COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT, entered into this 16th day of September, 1981, by and between THE BOARD OF EDUCATION OF THE TOWN OF IRVINGTON (hereinafter referred to as the "Board"), and THE NEGOTIATING COMMITTEE OF THE IRVINGTON ADMINISTRATORS' ASSOCIATION of the Irvington Public Schools, (hereinafter referred to as the "Association"); and

WHEREAS, the parties, through negotiations in good faith, have reached certain agreements which they desire to set forth in this Agreement; and

WHEREAS, the Board recognizes the Irvington Administrators' Association of the Irvington Public Schools as the exclusive bargaining representative as defined in Chapter 123, Public Laws of 1974, for all Principals, Assistant Principals, Vice-Principals, Supervisors, Coordinators and Directors in the Irvington School District. (The term "Managerial employee" hereafter used, shall mean any Principal, Assistant Principal, Vice-Principal, Supervisor, Coordinator, Director and Assistant Director of Special Services.

NOW, THEREFORE, the parties hereto agree as follows:

NEGOTIATION PROCEDURE

1. This agreement incorporates the entire understanding of the parties on all issues which were, or could have been the subject of negotiations. During the term of this agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

2. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974, in a good-faith effort to reach an agreement on all matters concerning the terms and conditions of employment. Such negotiations shall begin not later than October 1st of the calendar year preceding the calendar year in which this agreement expires. Any agreement so negotiated shall apply to all members of the negotiating unit as set forth in Article I herein and shall be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

ARTICLE I

SALARY GUIDES

The salary guides as attached hereto as "Schedules A-B-C-D-E-F-G are hereby approved and accepted.

ARTICLE II

RIGHTS CLAUSE

The Board, on its own behalf and on behalf of the citizens of the Town of Irvington, New Jersey, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including, but without limiting the generality of the foregoing, the right:

- (a) To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
- (b) To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote, and transfer all such employees;
- (c) To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- (d) To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature;
- (e) To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under Title 18A - School Laws of New Jersey, or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE III

SICK LEAVE

Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he/she has been excluded from school by the Irvington School district's medical authorities on account of a contagious disease or of being quarantined for such a disease in his/her immediate household.

1. All managerial employees who are steadily employed by the Board and who are included in the categories as set forth in this agreement, shall be allowed sick leave with full pay for ten (10) school days in any school year, except that those employees covered under this agreement who are required to work under a 12-month schedule, shall be allowed sick leave with full pay for (12) twelve school days in any school year.
2. If any managerial employee requires in any school year, less than the specified number of days of sick leave with pay allowed, all days of such minimum sick leave not utilized that year, shall be accumulative, to be used for additional sick leave as needed in subsequent years.
3. When a managerial employee is personally ill for more than his allowed time, as defined in Article III, Section 1, of this agreement, in any school year, then the days in the accumulative credit shall be used. No managerial employee shall be allowed to increase his total accumulation by more than his allowed time, as defined in Article III, Section 1 of this agreement, under any circumstances. Subject to limitation, the Board of Education, either by rule or by individual consideration, may fix the payment of salary in cases of absence not constituting sick leave, or granting sick leave over and above the minimum sick leave as defined herein.
4. If the absence of any managerial employee caused by personal illness exceeds the annual sick leave and the accumulated leave, as defined in this agreement, the Board of Education shall pay the managerial employee each day's salary, less the pay of a substitute for such length of excess time, up to, but not exceeding twenty (20) school days in any one school year. Thereafter, no salary shall be paid to the managerial employee during such excessive absence because of illness. A day's salary, for the purpose of this section, is defined as 1/200 of the annual salary, for ten (10) month employees and 1/260 of the annual salary for twelve (12) month employees.
5. A written statement from the managerial employee for one, two or three consecutive school days of absence due to personal illness, must be filed with the Secretary of the Board of Education, within five school days from the last day of absence.

A physician's statement for four or more consecutive school days of absence due to personal illness must be filed with the Secretary of the Board of Education, within five school days from the last day of absence.

6. No deduction in salary shall be made if the absence of a managerial employee is caused by the illness of a parent, brother, sister, husband, wife or child, RESIDING WITH THE MANAGERIAL EMPLOYEE, provided that such leave of absence shall not exceed three school days in any school year. This leave can be for three separate school days, or for consecutive school days (not more than three) in any school year. This leave is not to accumulate beyond any school year.

In the event of such absence, the managerial employee shall file a written statement certifying to the relationship to the person who is ill, with the date of absence and same shall be filed with the Secretary of the Board of Education within five school days from the day of absence. Should said absence continue for three consecutive school days, the written statement of the managerial employee shall be accompanied by a certificate of a physician and the physician's certificate, as above specified, shall be cause for deduction of salary for said absence.

7. In the event of the absence of a managerial employee for illness, the Superintendent may, if he has reasonable cause to believe that there is an abuse of sick leave policy as defined in Paragraph 1 herein, require an examination by an independent physician, which examination is to be at the Board's expense.

ARTICLE IV

LEAVE OF ABSENCE WITHOUT PAY

Leaves of absence with full loss of salary may be granted by the Board for a limited and definite period. No request for a leave of absence will be considered (1) until a written application, containing a statement of the reasons for the leave of absence, has been filed with the Superintendent of Schools; (2) until the Superintendent of Schools has submitted to the Board, his recommendations with respect to the application; and (3) said application must contain agreement by the employee to have deductions made on the following basis:

A day's salary to be computed as 1/200th of the annual salary for 10-month employees and 1/240th of the annual salary for 12-month employees.

The Board will entertain no application for a leave of absence except for ill health or maternity reasons that will bring the total time for absence on leave, to more than one academic year, within three(3) consecutive academic years.

ARTICLE V

GRIEVANCE PROCEDURE

DEFINITIONS: The term "grievance" means a complaint by any managerial employee that, as to him, there has been an inequitable, improper, or unjust application, interpretation, or violation of this agreement.

The term "grievance" and the procedure relative thereto, shall not be deemed applicable in the following instance:

- (a) The failure or refusal of the Board to renew a contract of a non-tenure managerial employee;
- (b) In matters where a method of review is prescribed by law, or by any rules, regulation, or by-law of the State Commissioner of Education or the State Board of Education;
- (c) In matters where the Board is without authority to act;
- (d) In matters involving the sole and unlimited discretion of the Board;
- (e) In matters where the discretion of the Board may not be unlimited, but where, after the exercise of such discretion, a further review of the Board's action is available to employees under provisions of State law.

The term "managerial employee" shall mean any regularly employed individual who is a member of the negotiation unit as set forth in this agreement.

The term "representative" shall include any organization, agency or person authorized or designated by any managerial employee, or any group of managerial employees, or by the Association, or by the Board, to act on its or their behalf and to represent it, or them.

The term "immediate" superior shall mean the person to whom the aggrieved managerial employee is directly responsible under the Table of Organization prevailing in this school district.

The term "party" means an aggrieved managerial employee, his immediate superior, or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

PROCEDURE

1. An aggrieved managerial employee shall institute action under the provisions hereof within ten (10) calendar days of the occurrence complained of, or within ten (10) calendar days after he would reasonably be expected to know of its occurrence. Failure to act within said ten (10) day period, shall be deemed to constitute an abandonment of the grievance.
2. A managerial employee processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination or reprisal.
3. In the presentation of a grievance, the managerial employee shall have the right to present his own appeal or to designate an authorized representative of the Administrators' Association of the Irvington Public Schools to appear with him at any step in his appeal. A minority organization shall not have the right to present or process a grievance.
4. Whenever the managerial employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.
5. A managerial employee shall first discuss his grievance orally with his immediate superior. A decision shall be rendered within five (5) school days of said hearing. The said immediate superior shall make a record of the time and date of this discussion and a copy delivered to the grievant.
6. If the grievance is not resolved to the managerial employee's satisfaction within five (5) school days from the determination referred to in Paragraph 5 above, the managerial employee shall submit his grievance to the Superintendent of Schools in writing, specifying:
 - (a) the nature of the grievance;
 - (b) the results of the previous discussion;
 - (c) the basis of his dissatisfaction with the determination.
7. A copy of the writing called for in Paragraph 6 above shall be furnished to the immediate superior of the aggrieved managerial employee.

8. Within ten (10) school days from the receipt of the written grievance (unless a different period is mutually agreed upon), the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
9. Within ten (10) school days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the managerial employee and his/her representative, if there be one, of his determination.
10. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 8 and 9, or, in the event a determination by him in accordance with the provisions thereof is deemed unsatisfactory by either party, the dissatisfied party, within ten (10) days of the determination by him, may appeal to the Board of Education.
11. Where an appeal is taken to the Board, there shall be submitted by the appellant:
 - (a) The writing set forth in Paragraphs 6 and 9, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the adverse party.
12. If the appellant, in his appeal to the Board, does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may, on its own, conduct a hearing, or it may request the submission of additional written material. Where additional written materials are requested by the Board, copies thereof shall be served upon the adverse parties who shall have the right to reply thereto. Where the appellant requests in writing, a hearing before the Board, a hearing shall be held.
13. The Board shall make a determination within thirty (30) school days from the receipt of the grievance and shall in writing, notify the managerial employee, his representative if there be one, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.
14. In the event a managerial employee is dissatisfied with the determination of the Board, he shall have the right to request mediation pursuant to rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 123, Laws of 1974.

A request for mediation shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within said time period shall constitute a bar to such mediation unless the aggrieved managerial employee and the Board shall mutually agree upon a longer time period within which to assert such a demand.

In the event of mediation, the costs of same shall be shared by the parties and each of the parties shall bear their own costs.

15. In the event a grievance should be filed by any managerial employee who is not subject to the jurisdiction of any principal, he shall discuss his grievance initially with the Assistant Superintendent and if dissatisfied with the determination, may appeal to the Board in accordance with the provisions herein set forth.

16. In any case, where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved managerial employee may appeal directly to the Board within ten (10) school days of the issuance of said order, ruling or directive, or within ten (10) days of the time when same have been brought to the managerial employee's attention by filing with the Secretary of the Board, a writing setting forth:

- (a) the order, ruling or determination complained of;
- (b) the basis of the complaint;
- (c) a request for a hearing if a hearing is desired.

A copy of the writings set forth above shall be served upon the Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved managerial employee.

17. Upon receipt of a grievance filed under the provisions of Paragraph 16, the procedure shall be as set forth in Paragraphs 12 and 13.
18. All managerial employees who are members of the bargaining unit as set forth in the within agreement, shall be entitled to resort to the full procedure hereinabove set forth.

ARTICLE VI

INSURANCE PROTECTION - PRESCRIPTION PLAN - DENTAL PLAN

The Board agrees to pay 100% of the premium cost of Connecticut General Life Insurance Co./Garden State Health Plan or equivalent insurance coverage for all full time employees covered by this agreement and their immediate families (spouse and eligible children). All employees who wish to avail themselves of the aforesaid insurance coverage must make application for said coverage to the Board for themselves and for all eligible members of their family who wish to be covered by said insurance. It is specifically agreed by and between the parties hereto that where the employee and his family are already covered by the same type of insurance coverage, that he will not make an application to be covered under the Board's insurance coverage.

Prescription Plan - The Board agrees to provide a co-pay family prescription plan (employee cost \$1.00 per approved prescription) for all full time employees in the employment of the Board of Education.

Dental Plan - The Board agrees to pay 100% of the premium cost of a family dental plan in effect. (Connecticut General Life Insurance Company or equal.)

ARTICLE VII

SABBATICAL LEAVE

Subject to applicable statutory provisions of the State of New Jersey, the Board may grant sabbatical leaves of absence for study and/or education through travel and observation to a member of the managerial staff who is also a member of the bargaining unit as set forth in the within agreement. Sabbatical leaves of absence are granted for the aforementioned professional improvement which, in the opinion of the Board, shall render a benefit to the Irvington School District, subject to the following conditions:

1. Approval by the Board of the sabbatical leave request, shall, in addition to all other conditions set forth herein, be contingent upon:
 - (a) Securing a certified employee qualified to assume the applicant's duties while on leave.
 - (b) A report filed by the Superintendent of Schools with the Board, indicating to what extent leaves of absence may be granted without detriment to the Irvington school System.
2. The Superintendent of Schools must approve all plans for study and/or education through travel and observation.
3. Written requests for sabbatical leaves of absence must be received in the Superintendent's Office not later than November 1st of the year preceding the year for which the leave is sought. Emergency sabbatical leaves may be granted by the Board subject to all the conditions set forth herein. All emergency applications must be submitted in writing to the Board before March 1st.
4. The managerial employee must have served the Irvington School System continuously and satisfactorily for a minimum of seven (7) years on a full time basis.
5. In no case shall the sabbatical leave encompass a period in excess of one (1) year.
6. Study for the sabbatical year as used herein is defined as sixteen (16) points of credit or its equivalent (as approved by the Superintendent) in an approved college or university.
7. No more than one of the managerial staff shall be absent on sabbatical leave at any one time.
8. All sabbatical leave positions available shall be distributed as evenly as possible throughout the school system.
9. All sabbatical leaves shall commence either on September 1st or February 1st.
10. The managerial employee shall furnish reports of the study or travel to the Superintendent as follows:
 - (a) an interim report at the midpoint of the sabbatical leave;
 - (b) a final report within ten (10) school days after returning to regular duties.
11. The managerial employee granted such leave shall enter into a contract with the Irvington School District wherein he/she agrees to return to employment in the Irvington School District for a period of three (3) continuous school years, commencing with the termination of the sabbatical leave.

- (a) In the event the managerial employee fails or refuses to return to the Irvington School District for employment after the termination of the sabbatical leave, or fails or refuses to serve the Irvington School District for three (3) continuous school years after the termination of the sabbatical leave, or fails to file the reports required in Paragraph 10 herein, then, and in any of those events, the managerial employee shall reimburse the Board for all monies paid to the managerial employee during the sabbatical leave.
 - (b) The managerial employee shall not be required to reimburse the Board for failure to return to the Irvington School District after termination of the sabbatical leave, or for failure to serve continuously for three (3) school years if the same shall be caused by illness and the managerial employee submits satisfactory and adequate proof to the Board. In this event, the Board shall have the right to require a medical examination to be made by a physician of its choice.
12. Managerial employees on sabbatical leave of absence will be paid at the rate of three-quarters of the salary which the managerial employee would have received had the sabbatical leave not been granted and he/she had been in a managerial capacity in the Irvington School District.
 13. Upon return from sabbatical leave, the managerial employee shall be entitled to advance to the next level of the salary schedule, receiving the benefit of the salary increase while on leave and the period of the sabbatical leave shall be counted for experience rating purposes on the salary schedule as equivalent to the same period of managerial service in the school system. All of the aforesaid shall be conditioned upon all requirements of the sabbatical leave policy being fulfilled satisfactorily in the judgment of the Superintendent.
 14. During the sabbatical leave, the sick leave policy will not apply, but the Board will continue to make all the insurance payments which are made for a managerial employee not on sabbatical leave.
 15. All requests for sabbatical leave must be acted upon within 60 days from the date of the filing of the sabbatical leave request with the Superintendent.

ARTICLE VIII

BOARD-STAFF RELATIONS COMMITTEE

The Board has heretofore established a committee of Board members which is known as the "Board-Staff Relations Committee." In addition to any other duties imposed upon the committee by the Board, the committee shall have the following duties:

1. The committee shall meet a minimum of three (3) times a year with three (3) representatives of the Association to discuss matters of mutual interest.
2. These meetings may be called by either the Association or the Committee.
3. The Committee is not required to have its full membership present at each of these meetings.
4. The Committee chairman will arrange for the meetings at a time and place agreeable to both parties.

ARTICLE IX - MILEAGE REIMBURSEMENT

All mileage, in lieu of actual expenses of transportation allowed any employee covered under the terms of this Agreement, traveling by his own automobile, on school related business, away from his designated post of duty, shall be at the rate of \$0.18 per mile. Said reimbursement shall be made after signed approval by the Superintendent of Schools.

ARTICLE X - TERMINAL PAY ON BASIS OF SICK LEAVE

Any employee with fifteen (15) years or more of consecutive service with the Irvington Board of Education, may, upon termination of employment, receive the following compensation:

\$20.00 per day of accumulated sick days up to a maximum of 100 days.
This benefit shall only be paid once for each employee.

ARTICLE XI - (a) FINAL WORK DAY (b) VACATION TIME

- (a) It is agreed that all 10-month employees as defined in this agreement and covered under the terms of this agreement, shall continue to work at their regular job five (5) school days following the close of the regular school session at the end of the school year, or no later than June 30th, whichever comes first.
- (b) It is further agreed that 12-month employees covered under the terms of this agreement, shall be entitled to twenty-two (22) working days for their vacation period.

ARTICLE XII

STIPULATION OF AGREEMENT

It is agreed between both parties that effective July 1, 1981, the job description title of Administrative Assistant shall be changed to Assistant Principal and that tenure will be allowed to accrue to that position. It is further agreed between both parties that tenure shall begin accruing effective July 1, 1981 and credit for previous service as Administrative Assistant will not be retroactive for this purpose.

ARTICLE XIII

ALTERATION OF AGREEMENT CLAUSE

No agreement or amendment shall be binding on any of the parties hereto, unless such agreement is made and executed in writing between the parties hereto.

In the event there is a conflict between the rules and regulations of the Board and the within Agreement, in matters specifically covered by this Agreement, then, and in that event, the within Agreement shall be controlling. In all other matters not specifically covered by the within Agreement, the rules and regulations of the Board shall be controlling.

SCHEDULE A - HIGH SCHOOL PRINCIPAL (12 Months)

MASTER'S DEGREE

Effective July 1, 1981

Step 1 - \$ 31,900.

2 - 32,650.

3 - 33,400.

4 - 35,150.

5 - 34,900.

6 - 35,900.

7 - 37,900.

MAXIMUM - \$ 39,900.

SIXTH YEAR LEVEL

Effective July 1, 1981

Step 1 - \$ 33,900.

2 - 34,650.

3 - 35,400.

4 - 36,150.

5 - 36,900.

6 - 37,900.

7 - 39,900.

MAXIMUM - \$ 41,900.

* Add: \$1200. FOR DOCTORATE

* \$600. when doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE B - ELEMENTARY PRINCIPALS - 10 Months

VICE PRINCIPAL - HIGH SCHOOL - 12 Months

DIRECTOR OF SPECIAL SERVICES - 12 Months

MASTER'S DEGREE

Step 1 - \$ 27,725.

2 - 28,425.

3 - 29,125.

4 - 29,825.

5 - 30,575.

6 - 31,325.

7 - 32,425.

MAXIMUM: \$ 34,625.

SIXTH YEAR LEVEL

Step 1 - \$ 29,725.

2 - 30,425.

3 - 31,125.

4 - 31,825.

5 - 32,575.

6 - 33,325.

7 - 34,425.

MAXIMUM: \$ 36,625.

* Add: \$1200. FOR DOCTORATE

* \$600. when doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE C - JUNIOR SCHOOL PRINCIPAL (10 Months)

<u>MASTER'S DEGREE</u>	<u>SIXTH YEAR LEVEL</u>
Effective July 1, 1981	Effective July 1, 1981
Step 1 - \$ 28,000.	Step 1 - \$ 30,000.
2 - 28,750.	2 - 30,750.
3 - 29,500.	3 - 31,500.
4 - 30,250.	4 - 32,250.
5 - 31,050.	5 - 33,050.
6 - 31,850.	6 - 33,850.
7 - 32,850.	7 - 34,850.
MAXIMUM: \$ 34,250.	MAXIMUM: \$ 37,050.

* Add: \$1200. FOR DOCTORATE

* \$600. when doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE D - ASSISTANT DIRECTOR OF SPECIAL SERVICES (12 Months)

<u>MASTER'S DEGREE</u>	<u>SIXTH YEAR LEVEL</u>
Step 1 - \$ 24,500.	Step 1 - \$ 26,500.
2 - 25,050.	2 - 27,050.
3 - 25,600.	3 - 27,600.
4 - 26,150.	4 - 28,150.
5 - 26,700.	5 - 28,700.
6 - 27,250.	6 - 29,250.
7 - 28,350.	7 - 30,350.

MAXIMUM: \$ 30,770.

MAXIMUM: \$ 32,770.

* Add: \$1200. FOR DOCTORATE

* \$600. when Doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE E - COORDINATORS (12 Months)

Effective July 1, 1981

<u>MASTER'S DEGREE</u>	<u>SIXTH YEAR LEVEL</u>
Step 1 - \$ 23,300.	Step 1 - 25,300.
2 - 23,900.	2 - 25,900.
3 - 24,500.	3 - 26,500.
4 - 25,100.	4 - 27,100.
5 - 25,700.	5 - 27,700.
6 - 26,370.	6 - 28,370.
7 - 27,050.	7 - 29,050.
8 - 28,000.	8 - 30,000.

MAXIMUM: \$ 30,200.

MAXIMUM: \$ 32,200.

* Add: \$1200. FOR DOCTORATE

* \$600. when Doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE F - SUPERVISORS (10 Months)

MASTER'S DEGREE

Effective July 1, 1981

Step 1 - \$ 25,400.

2 - 26,100.
3 - 26,800.
4 - 27,500.
5 - 28,250.
6 - 29,000.
7 - 29,900.

MAXIMUM: \$ 32,100.

SIXTH YEAR LEVEL

Effective July 1, 1981

Step 1 - \$ 27,400.
2 - 28,100.
3 - 28,800.
4 - 29,500.
5 - 30,250.
6 - 31,000.
7 - 31,900.

MAXIMUM: \$ 34,100.

* Add: \$1200. for Doctorate

* \$600. when Doctorate is attained.
Additional \$600. on the first
anniversary date of attainment.

SCHEDULE G - ASSISTANT PRINCIPALS (12 Months)

Teachers' Guide PLUS:

Step 1 - \$ 2090.

2 - 2200.

3 - 2310.

4 - 2420.

5 - 2530.

6 - 2640.

* Add: \$1200. for Doctorate

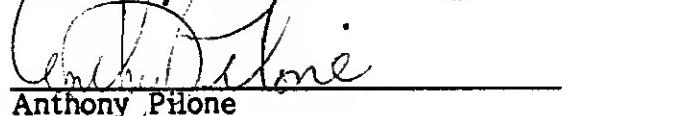
* Additional \$600. on the first anniversary date of attainment.

This agreement shall become effective on the 1st day of July, 1981 and shall remain in full force and effect for a period of one year and shall expire on the 30th day of June, 1982.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed and have set their hands and seals thereto, executing this agreement by their duly authorized agents this 16th day of September, 1981.

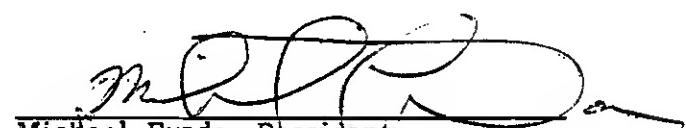
IRVINGTON ADMINISTRATORS' ASSOCIATION:

BY:


Murray Kravitz

Anthony Pilone

Dennis Rumme

BOARD OF EDUCATION OF THE
TOWN OF IRVINGTON :


Michael Furda, President

Michael A. Blasi
Secretary-Business Manager
Board Negotiator

Seal: